

	QUEENSLAND YARD & UTILITY TRIAL ASSOCIATION INC	
	TITLE: Bullying and Cyberbullying Policy	POLICY REF NO: POL 10 VERSION: 1

1.0 Policy Overview and Purpose

The Queensland Yard & Utility Trial Association Inc (QYUTA) is committed to providing a safe and inclusive environment where every member, competitor, judge and volunteer, in every role, is treated equally - with respect, dignity and fairness.

Bullying denies individuals these rights and can result in feelings of disgrace, embarrassment, shame or intimidation. Bullying can also affect an individual's performance, level of enjoyment, work or school life, academic achievement, and physical and mental health.

Bullying can occur both in and out of the trial arena and event and can involve competitors, their relatives, spectators, or committee officials. Bullying is prohibited under this policy and can result in punishments being applied. Some forms of bullying constitute assault, harassment or discrimination under federal and state legislation and are therefore illegal.

Bullying behaviour is damaging to all involved: the victim, the bully/bullies, family members, those that witness the behaviour and the sporting organisation involved. Members, volunteers, judges, QYUTA Management Committee and trial organising committees all have an ethical (and possibly a legal) responsibility to take action to prevent bullying occurring in sport and to manage it should it occur. As such, **QYUTA will not tolerate bullying or cyberbullying.**

This policy has been developed to inform our community about bullying and cyberbullying so people feel enabled to participate, while being mindful of their responsibilities and obligations. This policy and the information below is provided to members to assist them with identifying and dealing with bullying and cyberbullying within QYUTA and to provide a process for reporting such behaviour should it occur.

2.0 Coverage

This policy applies to all persons who are involved with the activities of QYUTA, whether they are in a paid or unpaid/voluntary capacity, and includes:

- Members, including life members of QYUTA;
- Persons appointed or elected to the QYUTA Management Committee;
- Volunteers;
- Judges;

- Affiliated associations;
- Affiliated clubs, and
- All livestock/dog trainers at a QYUTA events.

3.0 What is Bullying?

Bullying is deliberately hurting a specific person either physically, verbally, or socially. It involves a power imbalance where one person has power or strength (e.g. physical, mental, social or financial) over another. It can be carried out by one person or several people who are either actively or passively involved. In a sports context bullying can take many forms, for example:

- A parent telling their child that they are incompetent, hopeless, useless, etc.;
- A trainer alienating a member (adult or child);
- Several people ganging-up on an individual trial competitor;
- A member calling an official names and using put-downs; or
- A member intimidating a judge.

Bullying can be a 'one-off' incident, but usually involves repeated actions or incidences. It can occur everywhere: at home, school, work, playgrounds, while participating in sport, when using public transport, or walking to or from home. An individual may bully their victim face-to-face or use technology such as a mobile phone or computer.

4.0 Types of Bullying

Bullies may use one or several types of bullying to hurt their victim. Verbal, physical and social bullying can occur in person or online, directly or indirectly, overtly or covertly.

Physical - pushing, shoving, punching, hitting, kicking, preventing a person from going somewhere, damaging or taking away a person's belongings (this may also constitute assault).

Verbal - name calling, banter, threatening, teasing, intimidating, yelling abuse, or insulting someone about physical characteristics such as their weight or height, or other attributes including race, sexuality, culture, or religion.

Socially - excluding, alienating, ignoring, spreading rumours or sharing information or images that will have a harmful effect on the other person.

5.0 Cyberbullying (Online Bullying)

When bullying happens online it is called cyberbullying. This can take the form of verbal and social bullying as well as threats of physical bullying.

Cyberbullying behaviour might include:

- Abusive texts and emails;
- Hurtful messages, images or videos;
- Imitating others online;
- Excluding others online;
- Humiliating others online;
- Spreading nasty online gossip and chat; or
- Creating fake accounts to trick someone or humiliate them.

Bullying someone online can potentially have an enormous audience and be particularly harmful to the victim. For more information specific to Social Media, please refer to QYUTA's Social Media Policy (POL 5).

6.0 The effects of Bullying

Bullying has the potential to cause harm. The physical harm caused by some types of bullying is well recognised. Research has confirmed that short and long term psychological harm can result from bullying. This includes the harm to a person's social standing or reducing a person's willingness to socialise through bullying (particularly covert social bullying). The effects of bullying, particularly on the mental health and wellbeing of those involved, including bystanders, can continue even after the situation is resolved.

The fear of bullying happening alone can create distress and harm. The ongoing nature of bullying can lead to the person being bullied feeling powerless and unable to stop it from happening.

7.0 Signs a person is being Bullied

A person, especially a junior, may not always ask for support when being bullied. They may feel afraid, ashamed or embarrassed and that the person they tell will think they are weak. Victims of bullying may think that they deserve to be bullied or are 'dobbing' by telling someone what is happening to them.

The following are signs that a person may be being bullied in person:

- Finds excuses for not wanting to attend training or events (e.g. feeling sick, has an injury, has too much work to do) or talking about disliking trialing;
- Alienated from events;
- Has bruising or other injuries;
- Becomes uncharacteristically nervous, worried, shy or withdrawn;
- Suddenly prone to lashing out at people either physically or verbally;
- Being upset after using the internet or their mobile phone; or
- A decline in their physical health.

8.0 Managing Bullying

Bullying is more likely to occur in environments that are highly competitive and which promote a 'win at all cost' mentality. It is important to emphasise the aspects of QYUTA's activities and events being for enjoyment, inclusiveness, sportsmanship and skill development, especially at the junior level, to help prevent bullying behaviours.

9.0 Legislation and Policy

Commonwealth legislation relevant to bullying, harassment, discrimination and violence include:

- Disability Discrimination Act 1992;
- Human Rights and Equal Opportunity Commission (HREOC) Act 1986;
- Racial Discrimination Act 1975;
- Racial Hatred Act 1995; and
- Sex Discrimination Act 1984.

The Attorney-General's Department provides information and access to various [Commonwealth, State and Territory Acts](#) relating to human rights and anti-discrimination. Because bullying can contribute to psychological injury it may be covered under occupational health and safety legislation.

If an incident does occur there is an established procedure which should be followed in the event of bullying or cyberbullying.

10.0 Reporting Cyberbullying to eSafety

If you are under 18 (or are reporting on behalf of someone under 18) you can make a complaint about cyberbullying to [eSafety](#). eSafety can take action to get serious cyberbullying material removed, and provide advice, support and assistance.

11.0 How Do You Stop Cyberbullies?

- Keep a record including time and date. This may help you, or the police, to find out who is sending the messages.
- Tell someone. Talk to someone you trust, a parent, friend, school counsellor or teacher. Contact your telephone or Internet service provider and report what is happening. They can help you block messages or calls from certain senders.
- If messages are threatening or serious get in touch with the police. Cyberbullying, if it is threatening, is illegal.
- Do not reply to bullying messages – it may only get worse if you do. By replying the bully gets what he or she wants. Often if you do not reply the bully will leave you alone.

- Change your contact details. Get a new user name for the internet, a new email account, a new mobile phone number and only give them out to your closest friends.
- Keep your usernames and passwords secret. Keep your personal information private so it does not fall into the hands of someone who will misuse it.

12.0 Reporting a Breach of This Policy

If you experience or observe bullying or cyberbullying behaviour relating to QYUTA or any of its members, volunteers, judges or trial organising committees or content that may otherwise have been published in breach of this policy, you should report the circumstances immediately to the President of QYUTA.

Depending on the nature and seriousness of the complaint, formalise the complaint to the QYUTA Management Committee as appropriate.

Under certain circumstances, such as harassment and making threats, cyber bullying is a criminal activity and illegal. If you feel your immediate safety is at risk, contact '000' in an emergency situation or your local police. Police around Australia work together to reduce this type of crime and there are serious consequences if people participate in such activities. You can report to the authorities any personal threat that you consider to be stalking. Personal threats are considered as an assault, even when no physical contact has been made.

13.0 Investigation

Alleged breaches of this policy may be investigated and where it is considered necessary, QYUTA may report a breach of this policy to police.

14.0 Disciplinary Process, Consequences and Appeals

Depending on the circumstances, breaches of this policy may be dealt with in accordance with the disciplinary procedure in QYUTA's Constitution.

Members of QYUTA who breach this policy may face disciplinary action up to and including termination of membership in accordance with the QYUTA Constitution, Code of Conduct or any other relevant policy.